

# Compensation Committee Report for 2018

To: Shareholders of Thaicom Public Company Limited

The Board of Directors Meeting No. 4/2018 held on 28 March 2018 passed a resolution to approve the appointment of Mr. Anek Pana-Apichon as Member of the Compensation Committee, replacing Mr. Prasert Bunsumpun and effective from 28 March 2018.

Therefore, the Compensation Committee is composed of 3 members. Mrs. Charintorn Vongspootorn as chairman of the committee, Professor Samrieng Mekkiengkrai and Mr. Anek Pana-Apichon as members. Ms. Yupapan Panclurbthong, the Company Secretary, serves as the secretary of the committee.

The Compensation Committee has performed its duties as stipulated in its charter and as assigned by the Board of Directors diligently and independently for benefit of the Company and Shareholders.

During the year 2018, the Committee held a total of 5 meetings. Their major activities can be summarized below:-

- Considered and reviewed the Company's policy on remuneration of directors in 2018 and resolved to maintain the existing remuneration structure that consists of monthly remuneration, meeting allowances, annual remuneration, per diem allowances, life insurance and an annual health insurance in consistent with the Group's Policy.
- Reviewed and allocated the budget for director remuneration in 2018 at 22 million baht, which was lower than last year's amount of 25 million baht. The Committee has carefully considered the directors' remuneration and concluded that it is equitable with the market and industry standards, and commensurate with each member's responsibility and performance. The approved new remuneration should be attractive enough to retain the qualified directors to continue to perform duties for the Company.
- Reviewed the allocation of remuneration for the directors in 2018. In this year, the total amount of all types of remunerations for directors was 15,753,299 Baht which did not exceed the amount approved by the shareholders at the annual general shareholders' meeting.
- Reviewed and conducted the assessment of the CEO's performance, including the annual salary increase and bonus for the CEO and senior executives.
- Reviewed and considered the Company's annual salary increase and bonus payment.
- Reviewed the Compensation Committee's Charter which was found that it was still appropriate and in line with the committee's performance of its duties as well as with relevant policies and procedures.
- Conducted self-assessment and performance evaluation, which resulted in the agreement that the Committee's structure and composition was appropriate and the Committee had performed the duties completely and effectively on continuing basis.

On behalf of the Compensation Committee,



(Mrs. Charintorn Vongspootorn)  
Chairman of the Compensation Committee